

State	Noncompete, Nonsolicit, No-Recruit Wage Criteria (for 2024)
<a href="#">Colorado</a>	<b>\$123,750</b> (total “annualized cash compensation”) <i>\$74,250 for nonsolicitation agreements</i>
<a href="#">Illinois</a>	<b>\$75,000</b> (total “earnings”) <i>\$45,000 for nonsolicitation agreements and no-recruit agreements</i>
<a href="#">Maine</a>	400% of the federal poverty level ( <b>\$58,320 (est.)</b> “wages”)
<a href="#">Maryland</a>	<b>\$22.50 per hour</b> (150% of state minimum wage, roughly <b>\$46,800</b> excluding overtime) <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>
<a href="#">Massachusetts</a>	<b>Nonexempt</b> under the Fair Labor Standards Act
<a href="#">Nevada</a>	Paid solely on an <b>hourly wage</b> basis, exclusive of tips or gratuities
<a href="#">New Hampshire</a>	<b>\$14.50</b> per hour (2x federal minimum wage) or tipped minimum wage, whichever applies
<a href="#">Oregon</a>	<b>\$108,581</b> (total “annual gross salary and commissions”)
<a href="#">Rhode Island</a>	250% of the federal poverty level for individuals (wages of <b>\$36,450 (est.)</b> for the first 40 hours) or nonexempt under the Fair Labor Standards Act
<a href="#">Virginia</a>	Average weekly wage ( <b>\$1,343</b> ) in Virginia ( <b>\$69,836 (est.)</b> ) <i>Applies to no-service agreements where customer initiates contact and employee does not solicit.</i>
<a href="#">Washington</a>	<b>\$120,559.99</b> (total “earnings” in box one of W-2) <b>\$301,399.98</b> for independent contractors (1099-Misc payments)
<a href="#">Washington, D.C.</a>	<b>\$150,000</b> ( <b>\$250,000</b> for medical specialists) <i>Applies to conflict-of-interest/anti-moonlighting policies and restrictions.</i>

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